

CITY OF RIVERSIDE CHART OF BENEFITS EFFECTIVE 05/01/2007

| | Mayor & Council¹³ | General¹ | Executive³ | Management | | Confidential | Refuse |
|--------------------------------|---|---|------------------------------|--------------------------------------|--------------------------------------|---|--|
| | | | | Level I | Level II | | |
| PERS⁴ | 19.737% | 19.737% | 19.737% | 19.737% | 19.737% | 19.737% | 19.737% |
| Health | \$851/month | \$800/month | \$851/month | \$851/month | \$851/month | \$851/month | \$758/month |
| Dental | \$45/month | \$45/month | \$45/month | \$45/month | \$45/month | \$45/month | \$80/month |
| Medicare⁵ | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% |
| Life⁶ | 2x+1k AD&D ⁷ | \$10,000 | 2x+1k AD&D ⁷ | 2x + 1k AD&D ⁷ | 2x + 1k AD&D ⁷ | 1 x ann. salary | \$10,000 |
| SDI | N/A | \$136/yr. | N/A | N/A | N/A | \$136/yr. | \$136/yr. |
| LTD | Available ⁸ | N/A | Available ⁸ | Available ⁸ | Available ⁸ | N/A | N/A |
| Def. Comp.⁹ | \$250/month | May participate | May Participate | \$250/month | \$250/month | \$150/month | May participate |
| 401(a) Plan | N/A | N/A | \$250/month ¹² | N/A | N/A | N/A | N/A |
| 125 FSA Plan | May participate | May participate | May participate | May participate | May participate | May participate | May participate |
| Workers Comp. | 80%/year | 80%/year | 80%/year | 80%/year | 80%/year | 80%/year | 80%/yr. |
| Holidays | 11 | 11 | 11 | 11 | 11 | 11 | 12 |
| Vacation Accrual | N/A | 0-4 yr.= 80 hr. 5-9 yr.= 120 hr. 10+ yr.= 160 hr. | Varies ² | 0-9 yr.= 128 hr. 10+ yr.= 168 hr. | 0-9 yr.= 144 hr. 10+ yr.= 184 hr. | 0-4 yrs.= 88 hrs. 5-9 yr.= 128 hr. 10+ yr.= 168 hr. | 0-4 yrs. = 80h 5-9 yrs. = 120h 10+ yrs. = 160h |
| Sick Leave¹⁰ | N/A | 12 days/year ¹¹ | 12 days/year | 12 days/year | 12 days/year | 12 days/year | 12 days/year |

1 Includes Police and Fire Trainees.

2 Executive rates may not reflect agreements in individual contracts.

3 Director Car allowances are as follows: \$300/month for City Clerk; \$350/month for Assistant City Manager, Airport, Dev., Finance, Museum, Library, Park & Rec., Human Resources, Planning, Public Works, and Council Members; \$400/month for Public Utilities; \$400/month for City Attorney; \$500/month for City Manager. Fire and Police receive a car and fuel.

4 City pays all PERS, except for Police Officer Trainees who pay their own 8%. This does not include the employee's share that is paid by the City: 8% local misc. and 9% public safety. Enrollment is optional for Mayor/City Council members.

5 Only affects those employees hired on or after 04/01/86.

6 Monthly life insurance premiums are calculated at \$.21/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.

7 Two times the annual salary plus \$1,000, rounded to the next highest \$1,000

8 Cost for Plan is \$.480% of salary, with max of \$42.00/per month. Paid for out of City contribution to deferred compensation. Exec's in 401A plan pay own LTD premium.

9 Employee must match the City's contribution with at least \$25/pay period.

10 5-9 years of continuous service = 25% payoff at retirement, disability retirement, death. 10+ years of service = 50% payoff at retirement, disability retirement, death. Employees in the Refuse Unit hired on or after August 3, 1979 shall not be compensated for any unused sick leave. Executive and management with 5 or more years of service will be paid 50% of all unused sick leave upon retirement, disability retirement, or death. General Unit employed on/before 8/3/79 with 10+ years of service = 50% payoff at retirement, disability retirement, death. General Unit employed after 8/3/79 with 15+ years of service = 25% payoff at retirement, disability retirement, death.

11 General Unit employees hired on or after August 7, 1990 shall earn sick leave credit at the rate of four hours per month of employment for the first two years of employment.

12 If the 401(a) is selected the City contribution goes to the 401(a) instead of the 457 plan. City Manager receives \$25,000 per year towards 401(a).

13 Mayor receives \$6256/ mo salary + \$500/mo car allowance. Council receives \$3128/ mo. salary + \$350/mo car allowance. Mayor Pro Tem receives additional \$100/mo.

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| | Public Utilities Field | Public Utilities Field Supv. | | Police | Police Supervisory (Sergeants) | Police Management (Lieutenants and Captains) | Fire | Fire Management |
|--------------------------------|---|--------------------------------------|------------------------------------|--|---|---|--|---|
| | | Level I | Level II | | | | | |
| PERS¹ | 19.737% | 19.737% | 19.737% | 16.143% | 16.143% | 16.143% | 16.143% | 16.143% |
| Health | \$870/month | \$870/month | \$870/month | \$935/month | \$935/month | \$935/month | \$780/month | \$825/month |
| Dental | \$55/month | \$55/month | \$55/month | Part of Health | Part of Health | Part of Health | \$35/month | \$20/month |
| Medicare² | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% | 1.45% |
| Life³ | \$75K +AD&D | \$75K + AD&D | \$75K + AD&D | \$6,000 | 2x + 1k AD&D ⁴ | 2x + 1k AD&D ⁴ | \$10,000 | 2x + 1k AD&D ⁴ |
| SDI | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| LTD | \$24.15 | Available ⁵ | Available ⁵ | \$10 (RPOA) | \$15 ⁶ | \$15 ⁶ | Provided through association | \$10 ⁶ |
| Def. Comp.⁷ | May participate | \$250/month | \$250/month | May participate | \$200-215 | \$200-215 | May participate | \$200-210 |
| 401 (a) Plan | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 125 FSA Plan | May participate | May participate | May participate | May participate | May participate | May participate | May participate | May participate |
| Wkrs Comp | 80%/year | 80%/year | 80%/year | 100%/yr. | 100%/yr. | 100%/yr. | 100%/yr. | 100%/yr. |
| Holidays | 12 | 12 | 12 | 11 | 12 | 12 | 11 | 11 |
| Vacation Accrual | 0-4 yr.= 80 hr. 5-9 yr.= 120 hr. 10+ yr.= 160 hr. | 0-9 yr.= 128 hr. 10+ yr = 168 hr. | 0-9yr.= 144 hr 10+ hr.= 184 hr. | 0-4 yr=80 hrs 5-9 yr=120 hrs. 10-14 yr=160 hr 15+ yrs=200 hr ⁸ | 0-4 yr=80 hr 5-9 yrs.= 120 hrs. 10-14 yrs.=160 hr 15+ yr=200 hr ⁸ | 0-4 yr=80 hr 5-9 yrs.=120 hr 10-14 yr=160 hr 15+ yr=200 hr | 0-4 yrs=123.2 hrs ⁹ 5-7 yrs = 156.8 hrs 8-14 yrs=201.6 hrs 15+ yrs=246.4 hrs | 0-4 yr= 123.2 h ⁹ 5-7 yrs.= 156.8 h 8-14 yrs =201.6h 15+ yrs.= 246.4h |
| Sick Leave¹⁰ | 12 days/year | 12 days/year | 12 days/year | 12 days/year | 12 days/year | 12 days/year | 12 days/year | 12 days/year |

- 1 City pays all PERS, except for Police Officer Trainees who pay their own 8%. This does not include the employee's share that is paid by the City: 8% local misc. and 9% public safety.
- 2 Only affects those employees hired on or after 04/01/86.
- 3 Monthly life insurance premiums are calculated at \$.21/\$1,000 of benefit. Monthly AD&D premiums are calculated at \$.04/\$1,000 of benefit.
- 4 Two times the annual salary plus \$1,000, rounded to the next highest \$1,000
- 5 Cost for Plan is \$.480% of salary, with max of \$42.00/per month. Paid for out of City contribution to deferred compensation
- 6 LTD for Fire Management, Police Management, and Police Supervisory is paid for out of the City's contribution to deferred compensation.
- 7 Employee must match the City's contribution with at least \$25/pay period.
- 8 May accrue at 200 hours per year if employee uses less than 48 hour of sick leave in preceding year.
- 9 All Fire Prevention employees accrue at the same rate as General Unit.
- 10 5-9 years of continuous service = 25% payoff at retirement, disability retirement, death. 10+ years of service = 50% payoff at retirement, disability retirement, death. Executive and management with 5 or more years of service will be paid 50% of all unused sick leave upon retirement, disability retirement, or death.